

## SISTEM SARAAN PERKHIDMATAN AWAM (SSPA)

### Penambahbaikkan Pengurusan Prestasi, Tatakelakuan dan Tatatertib

1

**Dasar Pemisah (Exit Policy):**  
Tempoh pelaksanaan  
dipendekkan daripada  
hampir tiga (3) tahun kepada  
satu (1) tahun  
tujuh (7) bulan

2

**Penambahbaikkan  
Peraturan-peraturan  
Pegawai Awam (Kelakuan dan  
Tatatertib) 1993 [P.U.(A) 395]**  
mengenal prosedur tata tertib  
bagi pegawai yang tidak hadir  
bertugas dan pewujudan  
peraturan baharu bagi kegagalan  
tadbir urus pengurusan  
keuangan awam

3

**Penambahbaikkan kriteria  
kelayakan Pengerakan Gaji  
Tahunan (PGT) iaitu mencapai  
tahap prestasi yang  
memuaskan dan tambahan  
kriteria tapisan tata tertib**

4

**Kelayakan PGT:** Kenaikan  
markah penilaian prestasi  
tahunan daripada 60% kepada  
75%. Markah minimum  
digunakan untuk menentukan  
pegawai berprestasi rendah  
yang boleh dimasukkan ke  
dalam Dasar Pemisah

5

**Pelaksanaan sistem  
MyPERFORMANCE:**  
Sistem penilaian prestasi  
tahunan baharu berasaskan  
kepada aspek kompetensi dan  
nilai serta menitikberatkan lima  
(5) prinsip, iaitu adil, objektif,  
telus, relevan dan  
kebolehhasinan

6

**Peningkatan markah penilaian  
prestasi tahunan bagi urusan  
pemangkuan dan kenaikan  
pangkat daripada 80% kepada  
85%**

Sumber : Majlis Amanat Perdana Perkhidmatan Awam (MAPPA) 11a-1b

[Www Sspa In](#)

**Christoph Theis, Stefan Eifler**



## **Www Sspa In:**

**Management and Effects of Coalbed Methane Produced Water in the Western United States** National Research Council, Division on Earth and Life Studies, Water Science and Technology Board, Board on Earth Sciences and Resources, Committee on Earth Resources, Committee on Management and Effects of Coalbed Methane Development and Produced Water in the Western United States, 2010-11-15 In some coalbeds naturally occurring water pressure holds methane the main component of natural gas fixed to coal surfaces and within the coal In a coalbed methane CBM well pumping water from the coalbeds lowers this pressure facilitating the release of methane from the coal for extraction and use as an energy source Water pumped from coalbeds during this process CBM produced water is managed through some combination of treatment disposal storage or use subject to compliance with federal and state regulations CBM produced water management can be challenging for regulatory agencies CBM well operators water treatment companies policy makers landowners and the public because of differences in the quality and quantity of produced water available infrastructure costs to treat store and transport produced water and states legal consideration of water and produced water Some states consider produced water as waste whereas others consider it a beneficial byproduct of methane production Thus although current technologies allow CBM produced water to be treated to any desired water quality the majority of CBM produced water is presently being disposed of at least cost rather than put to beneficial use This book specifically examines the Powder River San Juan Raton Piceance and Uinta CBM basins in the states of Montana Wyoming Colorado New Mexico and Utah The conclusions and recommendations identify gaps in data and information potential beneficial uses of CBM produced water and associated costs and challenges in the existing regulatory framework

**Schnelleinstieg in die SAP-Ergebnisrechnung (CO-PA)** Stefan Eifler, Ihr Schnelleinstieg in die SAP Ergebnisrechnung CO PA In diesem praxisorientierten Leitfaden erfahren Sie Schritt für Schritt anhand eines einfachen durchgängigen Beispiels wie Sie CO PA konfigurieren Durch den Fokus auf das Wesentliche werden Sie in kurzer Zeit in der Lage sein Ihre eigene Deckungsbeitragsrechnung aufzusetzen Als Bonusmaterial zu diesem Buch erhalten Sie fünf Videos welche die wesentlichen Konzepte Schritt für Schritt nachvollziehbar darstellen Diese Videos können Sie im Internet abrufen weitere Informationen dazu finden Sie im Buch Organisationseinheiten und Stammdaten zu verstehen Den Wertefluss im CO PA zu definieren Die SAP Planungswerkzeuge effizient einzusetzen Eigene Reports zu erstellen Buchtipps Werteflüsse in die SAP Ergebnisrechnung CO PA

**The Global Player: How to Become "the Logistics Company for the World"** Thomas Musiolik, 2012 According to Frank Appel CEO of Deutsche Post DHL within its Strategy 2015 framework DHL will become the logistics company for the world In times of globalization and economic downturn the effects of which can be felt in the entire logistics industry this goal is an enormous challenge for DHL In order to attain this goal it is essential for DHL to create a closer linkage of its business areas to slim down its processes and to put a stronger focus on the ever changing needs of the customer The objective of this book is to

offer cost reduction solutions and give suggestions on how quality can be improved which will distinguish DHL from its competitors while fulfilling the needs of the customer i.e. become the logistics company for the world. This book is divided into four sections. First, there is a synopsis of the history of DHL as well as a description of its organizational and corporate structure and concludes with a comparison of the business segments of DHL with its main competitors. After that, the corporate strategy is analyzed: 1. its core competencies, 2. its mergers and acquisitions, 3. Ansoff, and 4. BCG. BCG II. The section concludes by examining which strategy could be appropriate for a successful future for DHL. The third section deals with the competitive strategy of DHL. Porter's Five Forces are utilized to analyze the attractiveness of the industry as well as its competitors, suppliers, and customers. This is followed by an analysis of the appropriate strategy for DHL Logistics by means of the Generic Strategies according to Porter, the Hybrid Strategies, the TOWS, and an evaluation of the strategic options. The next step will explain the appropriate processes for the strategy of the value chain. A Scenario 2020, which draws a picture of what the industry might look like in ten years, concludes this section. The final section will highlight the factors that can give DHL sustainable competitive advantages. The functional strategies are presented, the global key markets are analyzed, and appropriate strategic alliances are examined. The author sets great value upon clear and interesting statements that ensure an easy understanding of the subject matter but at the same time facilitate a fast transfer into practice.

**Understanding the Global Spa Industry** Gerry Bodeker, Marc Cohen, 2010-08-20. The spa industry is currently the fastest growing segment of the hospitality and leisure industry with revenues exceeding those from amusement parks, box office receipts, vacation ownership, gross sales, and ski resort ticket sales. *Understanding the Global Spa Industry* is the first book to examine management practices in this industry and offers a groundbreaking and comprehensive approach to global spa management covering everything from the beginnings of the industry through to contemporary management and social and ethical issues. With contributions from internationally renowned business leaders, practitioners, and academics, this unique book is packed with case studies, examples, and advice for all those working in and studying the international spa industry. *Understanding the Global Spa Industry* brings an analytic lens to the spa movement, examining past, current, and future trends and the potential for shaping wellness and health services in the 21st century. *The Player Bookazine Issue 24* The Player, 2013-11-30.

**Payer or Player? The Role of the European Union in the Middle East Peace Process** Steffen Schulz, 2002-05-08. Inhaltsangabe Abstract: The Union's position and role. Promoter of a comprehensive just and lasting peace and of prosperity for the region. Key player in the political and economic process. The European Union on its Middle East policy web site. This way of portraying itself does not leave any doubt about the position and role of the European Union (EU) in the Arab-Israeli conflict. In practice, however, the EU does not appear to be very influential in the region. So far, all treaties and agreements concerning the Middle East peace process have been achieved under the mediation and sometimes the intervention of the United States (U.S.). Europe has usually watched these political developments from the sidelines. That does not mean that in

this region Europe has no role at all The EU is involved in the peace process not in the political however but in the economic part Since the Oslo agreement in 1993 European money has kept the quasi state of the Palestinians alive and thus the EU is usually perceived as payer but not as player in the Arab Israeli conflict At the moment however in which the situation in the Middle East is characterised by violent clashes between Palestinians and Israelis and in which there is the widespread assumption that the peace process is on the brink of disaster there are growing demands that Europe should also play a greater political role in the region Indeed in recent weeks Europe has appeared as a mediator between Israelis and Palestinians In the name of Europe the German foreign minister Joschka Fischer has acted twice as a mediator between both conflict parties Particularly the Arabs and Palestinians want the EU to get involved more strongly in the peace process They perceive America which is doubtlessly the most powerful actor in the conflict as biased and more in favour of Israel and therefore they hope that Europe could be a kind of counterweight to the U S Against this background it has to be asked whether the European Union would be able to play a major political role so that one could speak about Europe not only as payer but also as player in the peace process In order to answer this question it is firstly necessary to examine the main aspects that determine the capabilities and limits of the European Union in international affairs One of the main factors in this respect is doubtlessly the concept of the Common Foreign and Security Policy CFSP and the institutional framework which is

**Werteflüsse in die SAP-Ergebnisrechnung (CO-PA)** Christoph Theis, Stefan Eifler, Humorvoll und in seiner Form einmalig am SAP B chermarkt vermittelt Ihnen dieses Werk die Ist Wertefl sse in das K nigs Modul SAP Ergebnisrechnung CO PA und deren Integration im SAP ERP System Insbesondere die Abstimmung zwischen Finanzmodul und Ergebnisrechnung wird heute von vielen Unternehmen verlangt um daraus ein verl ssliches Reporting generieren zu k nnen eine gro e Herausforderung insbesondere bei Verwendung der kalkulatorischen Form des Moduls CO PA Profitability Analysis Die SAP Controlling erfahrenen Autoren erl utern in anschaulicher Weise an einem einfachen durchg ngigen Beispiel wie ein SAP Wertefluss die einzelnen Stationen vom Kundenauftrag ber die Produktion bis hin zum Warenausgang und zur Faktura durchl uft und wo Sie diese Werte zum jeweiligen Zeitpunkt im Finanzwesen bzw Controlling wiederfinden Dabei gehen Sie detailliert sowohl auf die betriebswirtschaftliche als auch auf die SAP technische Sicht ein Dieses Buch ist dar ber hinaus ein Pl doyer f r den Einsatz von CO PA als Tool f r das Vertriebscontrolling mit dem vielf ltigste betriebswirtschaftliche Analysen erm glicht werden Ein Ausblick auf SAP S 4 HANA Finance zeigt zudem zuk nftige nderungen und Einsatzgebiete des CO PA Wertefl sse anhand des logistischen Verkaufs und Produktionsprozesses Abstimmung zwischen FI und dem kalkulatorischen CO PA Gemeinkosten und Abschlussarbeiten Ausblick auf SAP S 4 Finance

**Environmental Health** Takemi Otsuki, 2021-12-15 Environmental Health discusses environmental effects on human health It examines heavy metal pollution biological effects of arsenic on reproductive health especially effects of soil organic carbon chemical pollution of drinking water climate change and vector borne diseases marine fuels particulate

matter and the United Nations Sustainable Development Goals SDGs      *Pennsylvania State Reports Containing Cases Decided by the Supreme Court of Pennsylvania* Pennsylvania. Supreme Court,1899      *Annual Report of the Superintendent of Soldiers' Orphans of Pennsylvania for the Year* Pennsylvania. Superintendent of Soldiers' Orphans,1887 Contains information on various Pennsylvania military orphan schools including description activities and finances with some registers of students      The Official Railway Guide ,1889      **Annual Report** Pennsylvania. Commission of Soldiers' Orphan Schools,1888      Bible Society Record ,1914      xDSL Monthly Newsletter February 2010 ,      ,      IPTV Monthly Newsletter ,      Broadband Monthly Newsletter 08-10 ,      Wireless Satellite Monthly Newsletter January 2010 ,      Home Networks Monthly Newsletter June 2010 ,      Mobile Internet Monthly Newsletter July 2010 ,

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